

Recruiting for Values

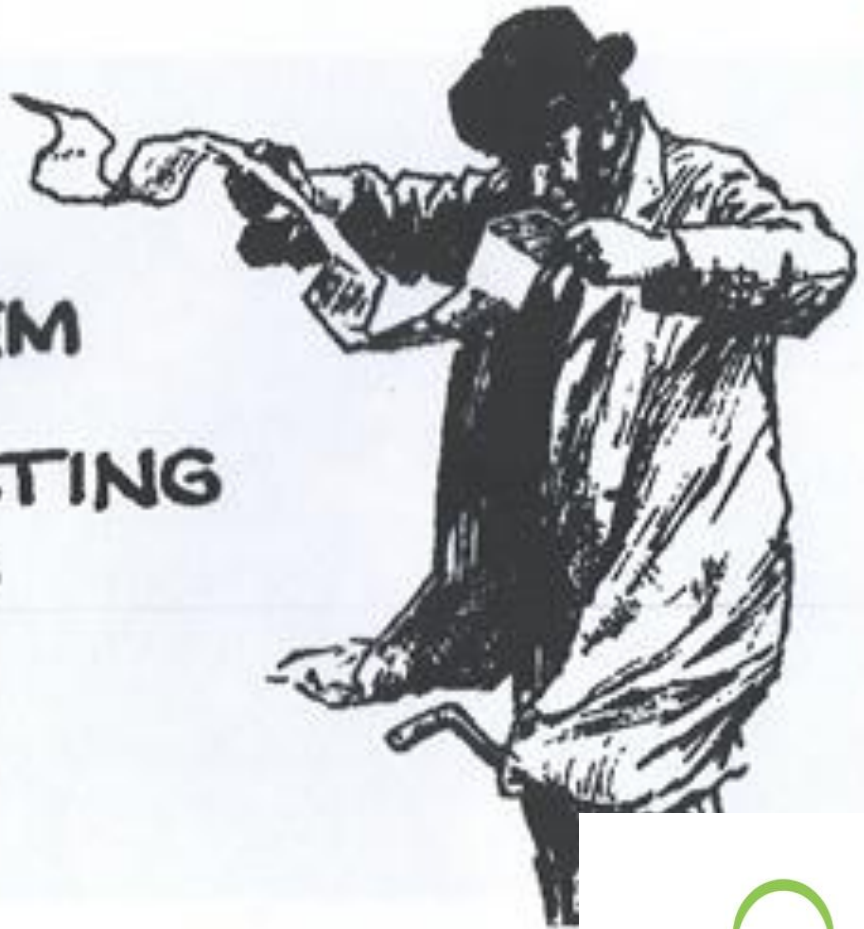


At great expense, we have built a vast system of inter-connecting stupidities. -Ashleigh Brilliant

POT-SHOTS NO. 3955.

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*Ashleigh
Brilliant*

Options
Support | Empower | Enable

Living Life to the Full!

Starting Point - Courage

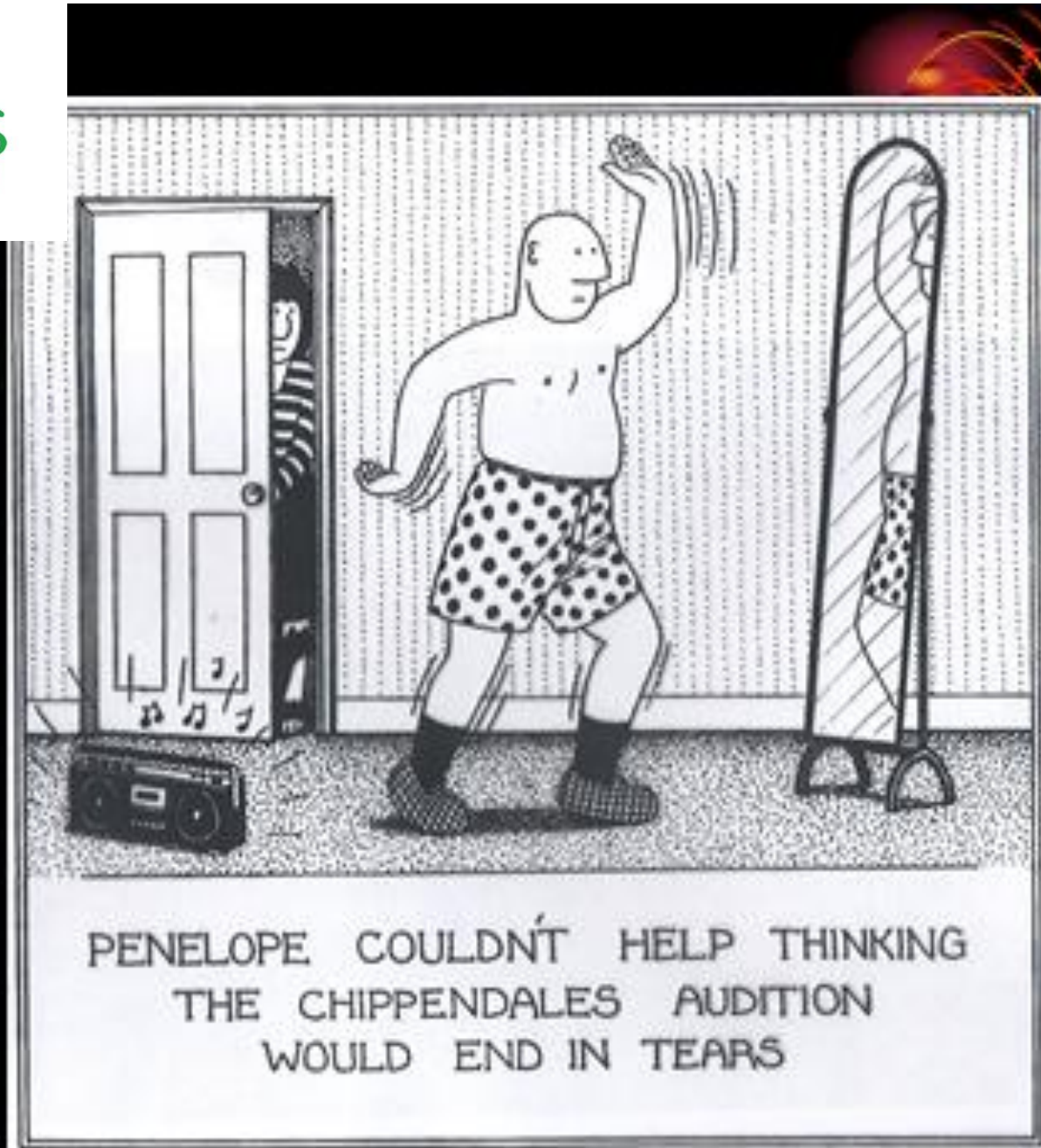
“There is nothing so useless as doing efficiently that which should not be done at all.”

Peter Drucker

So we need to think through things from first principles and be brave enough to not hide behind the normal ways of doing things – they often haven't worked.

Why recruit differently?

- Because recruiting based on money doesn't work – need to have integrity about this
- Because Herzberg's research shows motivation comes from achievement and recognition
- Because interviews alone don't work
- But we are in a self-centred, consumerist society



Implications for how you run your team/organisation

- You need to decide you want to run a visionary, values driven service
- If you recruit for values then your training programme, induction, supervision etc needs to reflect this
- If you recruit for values (and not pay) the rest of the organisation needs to reflect this – otherwise it's a de-motivator

The Recruitment Pack

- Include your values and what matters to you as an organisation
- Different coloured paper
- Friendly
- Content
- Language
- Lollipop/sweets
- Letter from Chief Exec - personally signed

The Workshop

- You discover values by spending time with people
- We use games and exercises
- Observe language, attitude, participation
- People drop their guard
- We use 'star' spotters
- Feedback comes from people we support, families, existing support workers, team leaders and senior managers
- Candidates are pushed outside of comfort zones

Workshop Feedback

- The workshop was informal, very informative and fun. It was good to hear stories from the people supported and the support workers.
- The workshop did well at showcasing the services Options offers and the values that it abides by.
- I think the workshop was a very good way to put across the organisations values and ideas.
- I thought the workshop went really well. It allowed people to mix and it also brought shy people out of their comfort zone. The tasks were fun.

Games and Exercises

- Model the mission, what you think Options is about
- Prepare a person centred plan for celebrities
- Build a structure to hold a brick as high off the ground as possible
- Room 701 - a team deduction exercise
- A radio broadcast

Interviews

- Lots of different people can be involved
- Quirky questions:
 - Through the keyhole
 - Hero or heroine
 - Community engagement
 - Consumer focus



In the next few moments they would realise that it had been a big mistake putting a swing up against the wall

